

ANNEX D

## Military and Civilian Pay Grades

<b>Military Grade</b>	<b>Rank</b>	<b>Civilian Grade</b>
O-10	Admiral	SES (ES-6)*
O-9	Vice Admiral	SES (ES-5&6)*
O-8	Rear Admiral (Upper Half)	SES (ES-5&4)
O-7	Rear Admiral (Lower Half)	SES (ES-1-4)
O-6	Captain	GS/GM-14/15
O-5	Commander	GS/GM-13/14
O-4	Lieutenant Commander	GS-12
O-3	Lieutenant	GS-11
O-2	Lieutenant Junior Grade	GS-7/9
O-1	Ensign	GS-7
E-9	Master Chief Petty Officer	GS-6
E-8	Senior Chief Petty Officer	GS-6
E-7	Chief Petty Officer	GS-6
E-6	Petty Officer First Class	GS-5
E-5	Petty Officer Second Class	GS-5
E-4	Petty Officer Third Class	GS-4
E-3 to E-1	Seaman	GS-1-4

\* Depends on position occupied (i.e., OSD, political appointee, special assistant, etc.)